



Natural Resources Conservation Service
One Credit Union Place, Suite 340
Harrisburg, Pennsylvania 17110-2993
Ph. (717) 237-2100 Fax: (717) 237-2238

September 25, 2007

PENNSYLVANIA BULLETIN NO. PA 340-7-2

SUBJECT. SPA – Goals

Purpose. To provide guidance to field personnel on FY 2008 performance goals – “Recipe for success, fiscal year 2008 Goals and Objectives”

Expiration Date: October 1, 2008

Background. NRCS field staffs in Pennsylvania are to be recognized for their hard work in FY 2007 for the clean up old contracts, address the backlog of practices to be applied and to meet Performance goals. To build on that success in FY 2008, guidance is being provided now to continue that same momentum of completing scheduled work. Setting goals in a timely manner provides the clarity and focus field managers need to keep production going. *“A desire or an intention becomes a goal if and only if an action for achieving it is activated.” – Wikipedia encyclopedia.*

In 2008, Pennsylvania NRCS has two main initiatives: “Put Planning First” and “Core 4.” All NRCS employees should first focus on providing planning assistance to producers before we help them sign-up for financial assistance. All conservation planners will have goals to produce planned acres. Field Team Plans of Work should align with the goals and State Business Plan.

Explanation. This year the preliminary goals were established for you. However, the final goals will be established later in the first quarter when the budget is passed. At that time you will have the opportunity to provide input for the final goals. The attachment called “TeamGoals.xls” has the preliminary goals for fiscal year 2008. These goals were developed based on the following methodology:

- 1) Past history/performance
- 2) Planning database (NCP db) and Protracts (what is already in the system)
- 3) Funding projection
- 4) Program Manager estimate

Action. Start planning and reporting all work in toolkit and PRS after October 1, 2007.

Contact. If you have any questions, contact your ASTC-FO.



/s/ Craig R. Derickson

CRAIG R. DERICKSON
State Conservationist

Attachments (1)
Distribution: AO & FO